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**QUARTERLY**

**REVIEW**

**Montana Manpower Plan**

**FY 1972**

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MONTANA MANPOWER PLANNING ADVISORY COUNCIL

Comprehensive Manpower Planning System

QUARTERLY REVIEW

STATE OF MONTANA

Forrest H. Anderson, Governor

Third Quarter Fiscal Year 1972

May 1, 1972

# QUARTERLY REVIEW

## I. Regul. Manpower Developments

- A. Unemployment: Montana's total civilian work force began to increase during the quarter, a normal seasonal occurrence. Although unemployment rates began to decrease they were still higher than comparable rates from last year. The number of unemployed and the rate of unemployment during the quarter as compared with the same period last year is as follows:

<u>Monta.</u>	<u>Third Quarter FY 1972*</u>		<u>Third Quarter FY 1971*</u>	
	<u>No. Unemployed In Thousands</u>	<u>Unemployment Rate</u>	<u>No. Unemployed In Thousands</u>	<u>Unemployment Rate</u>
January	21.9	7.3	19.9	6.9
February	21.4	7.1	19.9	6.8
March	20.5	6.9	18.5	6.4

\* Seasonally Adjusted Data for Economic Analysis Only.

The following Montana counties are currently classified as areas with high unemployment:

<u>County</u>	<u>County Seat</u>	<u>Unemployment Rate (1971 Annual Avg.)</u>	<u>Labor Supply Classification</u>
Big Horn	Hardin	7.0%	Persistent
Blaine	Chinook	8.6%	Persistent
Carbon	Red Lodge	6.8%	Persistent
Deer Lodge	Anaconda	7.0%	Substantial
Flathead	Kalispell	9.7%	Persistent
Glacier	Cut Bank	11.7%	Persistent
Granite	Philipsburg	12.7%	Persistent
Hill	Havre	7.3%	Persistent
Jefferson	Boulder	8.1%	Persistent
Lewis & Clark	Helena	6.2%	Persistent
Madison	Virginia City	7.1%	Persistent
Meagher	White Sulphur Springs	7.2%	Persistent
Mineral	Superior	7.5%	Persistent
Musselshell	Roundup	6.9%	Persistent
Park	Livingston	8.4%	Persistent
Ravalli	Hamilton	8.3%	Persistent
Silver Bow	Butte	8.0%	Persistent
Stillwater	Columbus	5.9%	Substantial
Valley	Glasgow	6.7%	Persistent

- B. Supply of Labor: The following figures indicate the growth of Montana's work force in the past year:

MONTANA CIVILIAN WORK FORCE (In Thousands)\*

	<u>3rd Quarter FY 72 Avg.</u>	<u>3rd Quarter FY 71 Avg.</u>	<u>Change</u>	<u>% Change</u>
Civilian Work Force	298.6	289.5	+9.1	+3.1%
Total Employed	277.2	269.8	+7.4	+2.7%
Unemployed	21.4	19.7	+1.7	+8.6%
Unemployment Rate	7.2%	6.8%	+0.4	+5.9%

\* Seasonally adjusted data for economic analysis only.

- C. Characteristics of the Unemployed:

<u>Social Characteristics</u>	<u>% of Total Covered Unemployment</u>		
	<u>January</u>	<u>February</u>	<u>March</u>
Non-white	4.3%	4.8%	4.0%
Female	21.8%	24.9%	25.9%
Youth	7.7%	7.1%	7.2%
Over 45	37.2%	36.9%	37.8%

- D. Other Developments: The contract for Phase II of the ABM Safeguard project was finally signed by the Corps of Engineers and Peter Kiewit and Sons Co. & Associates for \$160.9 million. The Corps estimates that 2500 construction workers will be on the project by this fall with an eventual 4000 permanent employees. There appears to be an ample supply of workers in the area. In fact, the Northern Montana Building Trades Council has issued a warning to out-of-state workers to "please stay home". In a related development the Department of Defense has decided to build approximately 600 housing units at the missile sites. Governor Forrest H. Anderson and other State officials had requested that housing be located in existing towns to avoid a reoccurrence of problems which occurred when Glasgow AFB was closed.

The Anaconda Company continued with its plan to close down its zinc refining operations. Approximately 800 workers will be affected by the five-step lay-off, between April 10 and July 31. The Manpower Planning Council has requested that all state agencies assist the workers with existing services.

Air Force officials have announced the deactivation of the fighter squadron at Malmstrom AFB, Great Falls, with the loss of about 600 in personnel. The defense assignment of the squadron has been reassigned to the Montana Air National Guard at Great Falls and Guard officials expect a personnel increase of about 200.

The Pierce Packing Company of Billings has announced expansion of its facilities to more than triple its output. The new plant will place Pierce Packing Co. among the largest, most modern, and technically advanced in the country. The number of employees will increase from 400 to 600. The plant expansion should also be reflected in a growth of Billings area feedlots in the near future.

The Department of Defense has stated that a partial reopening of the Glasgow AFB will occur with the placement of 12 B-52's on site by January of 1973. Air Force personnel at the base will be increased by 125 to a level of 250 persons. The Mountain Plains Project located at the base has entered the second enrollment phase of its residential training program. It is expected to reach full capacity of 250 families by this summer.

A. Funded Manpower Programs, Third Quarter, FY 1972:

<u>Contract No.</u>	<u>Name of Project</u>	<u>Funding Level</u>	<u>Opportunities</u>	<u>Ancillary Areas Included</u>
MT(F)2002	MDTA Prison (251) Project Motor Vehicle & Culinary	\$213,693	80	Montana State Prison at Deer Lodge

MDTA National Contracts-Montana Breakdown

<u>Sponsor</u>	<u>Contract Period</u>	<u>No. of Trainees</u>	<u>Funding Level</u>	<u>Training</u>
United Brotherhood of Carpenters	3/17/72 to 3/14/74	30	\$20,786.10	Pre-Apprentice: Apprentice, and Upgrade
National Joint Painting and Decorating Appren- ticeship and Training Committee	2/15/72 to 2/14/74	23	\$ 8,962.70	Entry, Appren- tice, and Upgrade

II. PROGRESS IN IMPLEMENTING PLANS

Refer to the attached Summary of Comprehensive Manpower Plan Accomplishments. In addition to these planned activities, the Emergency Employment Act has been utilized to the fullest extent possible during the quarter. The Montana Public Employment Program under EEA (excluding the separate Cascade County, Yellowstone County, and Indian Reservation programs) has placed more than 700 people in jobs with units of government. The Employment Security Division is the sponsor and the administrator for the program at the direction of the Governor. An especially strong priority for veterans has been used in placement.

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### III. PROGRAM ADMINISTRATION

A meeting between the Area Chairman, State Chairman and the Secretariat Staff was held during the quarter. Discussion was held concerning the correspondence between State and Area levels, quarterly reports, publicity. ect. Five of the six Area Chairmen were able to attend.

### IV. COMMITTEE CHANGES AND ACTIVITIES

- A. The State Council made use of subcommittees during the quarter for specific problems. Subcommittees were formed and met on the following special problems: (1) the Anaconda Co. Zinc plant closure, (2) the budgetary difficulties of the Green Thumb Program, (3) the implementation of a Public Service Careers "Plan A" program and (4) the question of coordination of the Mountain Plains project with state agencies.
- B. See Appendix B for copies of the Montana Manpower Planning Advisory Council (and subcommittee) meeting minutes for the third quarter of fiscal year 1972.

SUMMARY OF COMPREHENSIVE MANPOWER PLAN ACCOMPLISHMENTS  
3rd QUARTER FY 1972  
(CUMULATIVE TOTALS FROM JULY 1971)

TARGET GROUP	PROGRAM NAME	OPERATING AGENCY	PLANNED NO. OF TRAINEES FOR FY	ACTUAL NO. OF TRAINEES	PERCENT ACCOMPLISHED
Youth	Job Corps Referral	Montana State Employment Service	280	245	87%
	Unemployed and Underemployed	Montana State Employment Service.	65,000 New applicants	40,193	62%
Disadvantaged	Concentrated Employment Program	Montana State Employment Services - supplier of services/Butte - Silver Bow Anti Poverty Council - sponsor	Counseling Interviews Testing Referrals to Employment Referrals to training (Enrolled) Placements	18,169 10,554 35,319 1,240 25,508	83%
			500	413 273 on board 57 placements	



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3rd QUARTER FY 1972  
 (CUMULATIVE TOTALS FROM JULY 1971)

TARGET GROUP	PROGRAM NAME	OPERATING AGENCY	PLANNED NO. OF TRAINEES FOR FY	ACTUAL NO. OF TRAINEES	PERCENT ACCOMPLISHED
AFDC Recipients	Work Incentive Program	MSES and Department of Social & Rehabilitative Services	550 (Increased to 700 in January)	416 510 on board 3-31-72; 52 placements during 3rd Quarter	76%
Unemployed and Disadvantaged	JOBS-MABS Regular	MSES	107	76 45 on board 3-31-72; 5 placements during 3rd Quarter	71%
Unemployed and Disadvantaged	JOBS Optional Program	MSES	106	78 14 on board 3-31-72; 14 placements during 3rd Quarter	74%
Unemployed and Disadvantaged	Section 231, MDTA	MSES & Office of the Superintendent of Public Instruction	437	284 241 on board 3-31-72; 57 placements during 3rd Quarter	-----

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3rd QUARTER FY 1972  
 (CUMULATIVE TOTALS FROM JULY 1971)

TARGET GROUP	PROGRAM NAME	OPERATING AGENCY	PLANNED NO. OF TRAINEES FOR FY	ACTUAL NO. OF TRAINEES	PERCENT ACCOMPLISHED
Unemployed Residents of EDA Area	Section 241, MDTA	Sponsor in each EDA Area vary	737 (estimated)	154 40 on board 3-21-72; 19 placements during 3rd Quarter	-----
Prison inmates with suitable background	Section 201, MDTA	MSIS - Montana State Prison - Office of Supt. of Public Instruction	80	93 44 on board 3-31-72	116%
Upgrading MDTA Personnel	New Careers	MSIS	40 total 10 entry 30 upgrade	10 entry 28 upgrade	100% 93%
Handicapped	Vocational Rehabilitation	Dept. of Social and Rehabilitative Services	3,000 (New referrals)	3,000	100%

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3rd QUARTER FY 1972  
(CUMULATIVE TOTALS FROM JULY 1971)

TARGET GROUP	PROGRAM NAME	OPERATING AGENCY	PLANNED NO. OF TRAINEES FOR FY	ACTUAL NO. OF TRAINEES	PERCENT ACCOMPLISHED
Disadvantaged	Operation Mainstream	Manpower Administration (DOL)	133 (B) 80 (E) 53	80 53	100% 100%
Disadvantaged Youth	NYE In School Out of School Summer	Manpower Administration (DOL)	301 122 2,362	294 122 ----	98% 100% To be contracted
Minority (Indian)	Adult Vocational Training	Bureau of Indian Affairs	240	180	75%
Minority (Indian)	Direct Employment	Bureau of Indian Affairs	200	172	86%
Minority (Indian)	Off	Bureau of Indian Affairs	as necessary	106	---
Minority (Indian)	Indian Action Team	Bureau of Indian Affairs	Northern Cheyenne Indian Reservation	49	----

SUMMARY OF COMPREHENSIVE MANPOWER PLAN ACCOMPLISHMENTS  
3rd QUARTER FY 1972  
 (CUMULATIVE TOTALS FROM JULY 1971)

TARGET GROUP	PROGRAM NAME	OPERATING AGENCY	PLANNED NO. OF TRAINEES FOR FY	ACTUAL NO. OF TRAINEES	PERCENT ACCOMPLISHED
Unemployed	Apprenticeship	Bureau of Apprenticeship and Training (DOL)	140 New Registrations	188	134%
Unemployed	Public Service	State Economic Opportunity Office	84	79	94%
Unemployed - Disadvantaged	Green Room	Montana Farmers Union	174	128	74%
Aid to Permanently totally Disabled (ALC & GA)	Team approach to rehabilitation service in a sparsely settled rural area	Dept. of Social and Rehabilitative Services	100 Chinook (50) Glasgow (50)	100	100%
DFM Staff	Career Development Program	Dept. of Social and Rehabilitative Services	38	38	100%

SUMMARY OF COMPREHENSIVE MANPOWER PLAN ACCOMPLISHMENTS  
3rd  
 QUARTER FY 1972  
 (CUMULATIVE TOTALS FROM JULY 1971)

TARGET GROUP	PROGRAM NAME	OPERATING AGENCY	PLANNED NO. OF TRAINEES FOR FY	ACTUAL NO. OF TRAINEES	PERCENT ACCOMPLISHED
Dep. Staff	Orientation Program	Dept. of Social and Rehabilitative Services	85	85	100%
Youth	Undergraduate Program Missoula & Bozeman.	Dept. of Social and Rehabilitative Services	120 Missoula 85 Bozeman	120 85	100% 100%
High School Dropouts	Adult Basic Education	Office of the Supt. of Public Instruction	1,800	1,919	107%
Youth & Adults in need of Vocational Training	Vocational Education	Office of the Supt. of Public Instruction	17,578 Secondary 4,444 Post- secondary 3,112 Adult	12,285 3,984 9,271	70% 90% 298%

MONTANA MANPOWER PLANNING ADVISORY COUNCIL  
Sub-Committee on Zinc Plant Closures  
Minutes

January 4, 1972

Mr. Neil Tickell opened the meeting at 1:40 p.m. in the Governor's Reception Room and stated that the purpose of the Montana Manpower Planning Advisory Council was to deal with problems affecting Montana's manpower picture. He summarized the November 22 meeting of the Zinc Plant Closure Sub-Committee and said that Mr. Williams, Personnel Director of the Anaconda Company, spoke to the Council at this meeting and indicated the Company would be willing to cooperate with the Council to help minimize the impact the closure will have on the economy of Montana. Mr. Tickell stated that the purpose of today's meeting was to call representatives of labor and management together to talk about how to deal with the closure and stated the discussion by asking if there were any questions.

Mr. Sidney T. Smith asked if firm dates had been set for the closures. Mr. Bill Roberts, Manager of the Anaconda Company, Great Falls, explained that the basic problem of the Company is the fact that there is not enough concentrate feed available to operate the plant and that the Company was not in a position economically to go on the open market and obtain the concentrate feed at a price acceptable to the seller. He went on to say their stockpile was diminishing and that the Company was trying to negotiate other contracts for concentrate feed, since present contracts will end on May 31, 1972. Starting in May, Mr. Roberts said their operations would drop from 8 units to 7 or 6 units by June, 5 units in July and by the end of July, the plant would be completely shutdown.

Mr. Smith then asked if there was any possibility of obtaining sources of zinc in the State of Montana. Mr. Roberts said this possibility had been investigated but that the Company wasn't sure at this time of the feasibility of doing this.

Mr. Tickell then said, "We assume there will be a closure. How will we deal with this?"

Mr. Murry: "You're talking about attempting to secure additional contracts for ore, etc. If you could do this, would there be any possibility the plant would continue operations, or would this extend the time beyond the July shutdown date?"

Mr. Roberts replied that this would depend on the contracts. He said he would have to have sufficient feed to justify the expenditures that would have to be met due to environmental legislation and other legislation, and that this would require expenditures of over \$20 million. He went on to say that there would have to be concentrate feed in sufficient quantity to

justify the expenditures and if this was possible, the plant could continue operations. Mr. Roberts did say that they were still looking for an adequate source of concentrate.

A question was then raised regarding the manner in which the plant would be shutdown, and Mr. Roberts replied that they were reducing their operations gradually in order to clean out the plant by the end of July.

Mr. Del Lords then asked how many men would be affected in May. Mr. Roberts replied that a reduction from 8 units to 7 would involve approximately 50 or 60 people.

Mr. Draper, Department of Planning, asked what the relationship was between the process at Great Falls and the one at East Helena. Mr. Roberts said that East Helena was the top source of concentrates and that it was an integral part of the Great Falls plant in that the East Helena plant treats the residue from Great Falls. He indicated that the Great Falls plant sells the residue to East Helena which extracts the lead and sells the zinc slag produced here back to the Great Falls plant.

Mr. Tickell then stated that what the Committee was involved in at this time is establishing a definite time schedule of layoffs in terms of how many people will be laid off at any one particular point. He then asked if it would be possible to ascertain a definite time schedule. Mr. Roberts said, "I think so. Once I know how much additional feed, if any is picked up, then I would be able to predict fairly well how long it would take to consume the concentrate, convert it to metal, and in what manner to do so. Just as soon as I know that there is no more concentrates available, I should be able to determine fairly readily when the contracts will expire as to what month and the rate we will be going."

It was then asked if the plant was receiving supplies. Mr. Roberts said it was and that they would be receiving a supply until the end of May.

Mr. Tickell then stated that the Committee was trying to identify a target group of people who could be helped by training programs or state aid, but that in order to do this, it would be necessary to ascertain certain information about individuals in order to accommodate them.

Mr. Barrett then asked if a definite cut off date beyond which the company would not seek contracts had been determined. Mr. Roberts replied that he would know within two weeks, since he said that the Power Company must be given six months notice regarding shutdown of power facilities.

Mr. Barrett then stated he thought the next logical thing would be to pinpoint a target group of individuals who will first be without jobs and the characteristics of their particular jobs, type of training they have, type of training they might need to fit into other jobs or whether or not they would be interested in job relocation.

Mr. Roberts then indicated that those people who had been hired since the strike would be the first group to be laid off. He indicated that some of the people in this group were college students who might be returning to school this quarter. He also stated that the plant had employed veterans with previous time at the plant and veterans without prior time, and that people who returned to the plant would not be affected by the initial cut.

Mr. Hurry stated, "It was reported at the December 21 meeting that approximately 800 people would be affected about the end of July, and my question is do you think this organization or committee can play a useful role in helping to place these people, or retrain people and find jobs for them? If we can't help, we are wasting our time and before we get into that, I think we have to make a determination whether or not we can help."

Mr. Barney Rask, United Steelworkers of America representative, replied, "You people are better qualified to tell whether people can be retrained because you have more knowledge of job openings. Personally, I feel you are wasting your time because there are not that many jobs available. I think, if it were possible, energies and monies could be better utilized if operations could be started in Butte, since I was told that the greatest zinc reserves are in Butte. It would be possible to save the 800 jobs and additional jobs would be created for people in our state. Just to retrain people when nothing is available is a waste of time and money."

Mr. Ticklell replied that the Manpower Planning Advisory Council is primarily concerned with the impact of the closures on Montana's economy and that it would like to keep these people employed.

Mr. Ticklell said that mining of zinc in Butte had been investigated and that it was not economical to mine zinc in Butte in order to provide feed for the refinery in Great Falls. He then stated, "Certainly, if we could retain 800 people in a productive capacity, that is what we would like to do. The people who will be laid off will be laborers; and therefore, perhaps they could be trained in other skills so that possibly if jobs open up--perhaps construction, or ABM projects--there might be openings for people there."

Mr. Ticklell: "Do you feel this committee can do something?"



Mr. Brown: "I would think so."

Mr. Tickell then proceeded to discuss the target group and how to identify it. He indicated that it would be necessary to have a definite time schedule in order to ascertain when people would be laid off and in need of training programs. In order to provide appropriate training, Mr. Tickell indicated it would be necessary to know the people's ages, skill levels, whether or not they have dependents, whether or not they would be willing to relocate within the structure of the Anaconda Company itself, and whether or not the unions and the Company would be willing to cooperate to identify these people.

Mr. Rask informed the Committee that there were 200 people in Anaconda who have not been recalled to work since the strike and that there is no intention of calling these people back to work. He said that these people were in need of training at this time as well as 100 additional people who will be laid off when the Zinc Plant in Great Falls closes. Mr. Rask stated that the reason for not recalling the men to work was that the concentrator at Anaconda had not been opened after the strike.

Mr. Brown then stated that the Company intended to call these people back but that the concentrator at Anaconda will remain closed.

Mr. Tickell then replied that perhaps these people could become a part of the target group.

Mr. Rask agreed that the people in Anaconda are just as important as the 300 people who will be laid off due to the Zinc Plant closures as well as the other 18-20,000 Montanans who are unemployed at the present time.

Mr. Barrett also agreed with Mr. Rask and stated that the ACM people would not be given any preferential treatment, but that his agency would like to cooperate to help minimize the impact. He also said, "We don't want to try to tell you we think any less of the rest of the unemployed in Montana. This is a specific problem, and an answer to this problem might apply to other unemployed people in the state. We have to know job skill level, classification, etc., so that we can help retrain these people. We can't train an extra 800 people the same as everyone else."

"Perhaps the question is whether or not both the Company and the unions would help in identifying this target group and how we could do this," said Mr. Tickell.

Mr. Brown indicated that the Company would be more than willing to assist in any endeavor to identify the group affected. He also said that his Company had faced the problem of re-locating employees previously and that because of various contracts, his Company would give preference to relocating people

if openings occur and stated that they were soliciting people who would be willing to relocate and would submit the list of names to various locations, and these people would be given preferential treatment. He stated the Company would also do the same for people in Montana, but said this would be difficult since the labor market was declining rather than expanding and their turnover rate was lower than in previous years. He said it would be difficult to place all of these men and for any period of time.

Mr. Del Lords: "Speaking for Great Falls Steelworkers, we would be happy to cooperate with agencies and the Company if we can do anything for these people. I think the majority of people in Great Falls are younger people."

Mr. Monty Kamps: "Speaking for the boilermakers, we would like to work with the Company and the state in any way possible."

Mr. Barrett: "I would like to direct a question to Mr. Roberts and Mr. Brown. Knowing these deadlines, do you run any risk of losing skilled workers ahead of time, with the people knowing they could possibly get a job elsewhere? Will these people leave you?"

Mr. Brown: "I'm sure this is a real possibility."

Mr. Barrett: "It would seem to me that if some type of orderly process could be developed, they may ride it out and work with the unions and the Company to help the Company with the problems of closing a plant."

Mr. Brown: "We will have to develop an orderly fashion. It will be necessary to have discussions with the unions for an orderly transfer of men and reduction in labor force."

Mr. Murry: "Have the discussions begun? I understand these people are covered by union contract."

Mr. Brown indicated that some of the staff will be affected and they are not covered by contract, but that a majority of those being laid off are under union contract.

Mr. Murry: "Have discussions begun on the orderly change to come about? Are you engaged in bargaining sessions or negotiations with unions right now to talk about the shutdown date so that workers will know who will be without work on July 31 and three months before that time, etc.?"

Mr. Brown: "Not yet. We are waiting for the final determination to shut the zinc plant down so that discussions can take place."

Mr. Murry: "It will probably begin sometime within the next two weeks?"

Mr. Brown: "Yes."

Mr. Tickell then passed out a draft questionnaires regarding employee background--personal background, employment information, job skills and relocation information, and asked those present to look it over and make any suggestions to improve the form.

Mr. Draper: "Once the dye is cast in favor of shutting down, what is the sequence of events likely to be. Will the Company try to relocate people within the Anaconda System? Will there be a possibility for craft union people to locate elsewhere in their crafts--whether or not it is with Anaconda, perhaps elsewhere in the nation? And finally, we are talking about the residue of people who cannot relocate--those who do not have crafts. First, will opportunities be located then people selected to retrain for this? Is there anyway of telling in advance what portion of this group might have a chance elsewhere in the Anaconda operations?"

Mr. Brown: "It is difficult to say since as I said before, our requirements are based on the rate of turnover." He stated that displaced or laid off people would be given preference in so far as bargaining agreements could be honored.

Mr. Rask then asked if the retraining programs applied to the 18-20,000 Montanans presently unemployed.

Mr. Tickell replied that there were numerous types of training programs--MDTA, on the job training--and that each was aimed at a different type of individual, but that there certainly did not exist enough money and resources to train 18-20,000 men.

Mr. Barrett: "It is difficult to tell. There is no single program available to take care of that many people. I would guess that if the unemployed meet the requirements of a particular program, there should be some type of assistance to help them. For example, right now there are approximately 1500 people in MDTA training, 400 in WIN, and I'm not sure how many are in the Concentrated Employment Program. Training for training's sake is no answer, and we recognize this and hope to avoid it."

Mr. Barney Rask: "I am in support of your (talking to the Committee) program 100%. I wish there were something the people could do to open up operations in Butte. Evidently, that is not possible. I felt it should be brought up to see if it was possible."

Mr. Tickell then asked those present if the draft questionnaire contained the essential information to help these people, and how the handout could be distributed and the information returned to the Committee. He indicated that the form could be mailed out or distributed by either union or company officials to those people affected by the closures. It was decided that

the best way to handle this would be for union and company officials to hand out the form to those men affected.

Mr. Del Lords, speaking on behalf of the Steelworkers of 16-A, said that they would be willing to hand the forms out to those people who are going to be laid off, and would have to obtain the list from the Company.

Mr. Rask as well as others present indicated their willingness to cooperate in handing the forms out.

Mr. Rask: "If you are thinking about handing these out before the person is laid off, I would guess that you are more apt to have a lot of people not filling them out. It's not until they're actually hurt that they will go into something like this. While they are on the job, they think there is a possibility they will remain and will not fill out the questionnaire."

Mr. Draper: "In order to do any good, you have to have the information before hand. If the Company provides a list, then union representatives are giving the men the 'kiss of death'."

Mr. Tickell indicated that if it would be possible to determine who would be laid off 3 or 4 months in advance, it would be possible to start training a group of men.

Mr. Murry: "I agree with Barney that most of these people are not going to get involved until they actually know they are going to be laid off. In this regard, what about the possibility of discussions between the unions and the Company beginning fairly soon so that the bumping procedure can be laid out. I don't know if this is a possibility--if the bumping procedure could be established as soon as possible so that these men know in advance who is going to be laid off, then get these forms and go over them with the unions or Company and get the forms to the people. Then the man who gets the form knows he is out of a job and realizes the importance of participating. I would hope this could be done with him 3 months prior to his actual termination date so that he could be enrolled in a training program before his job ends. Do you think this makes sense?"

Mr. Lords: "Yes, if it will work."

Mr. Brown: "Once the Company's plans become definite, we can provide definite information regarding who will be laid off and when. Regarding relocation, I might say our procedures are not as haphazard as it may appear here. We certainly have every intention of getting together at the appropriate time in order to work out the ground rules for handling the shutdown in an orderly fashion. Until the announcement is definitely made, we can't do that."

Mr. Lords: "Do you have any idea what year will be the cutoff date?"

Mr. Roberts: "About 1964--between 5 and 9 years."

Mr. Brown, referring to the questionnaire, said he thought there should be a heading on the form so that it would be known who is circulating it. He also stated that with respect to relocation, existing union contracts under which people could relocate, apply to the State of Montana since contracts do not govern other states. He suggested that an order of preference be added to the relocation section of the questionnaire since he felt people associated with the Company would like to relocate in the organization to maintain sick leave, vacation, etc. benefits.

Mr. Smith: "Do you think we should put out the questionnaire under the Committee?"

Mr. Lords and Mr. Rehor agreed with this.

Mr. Tickell: "Is there any additional information needed? We will have the Committee heading added to the form."

Mr. Brown said that his Company would help with the circulation of the questionnaire.

Mr. Tickell: "Are there any other questions?"

Mr. Barrett: "I would suggest that the Committee put the questionnaire into final form and have it ready so that when D-Day arrives, we can proceed with distribution of it."

Mr. Tickell: "As soon as the information is available regarding the shutdown date, we will notify the Committee as well as the unions affected. If there is nothing further, the Chair would entertain a motion for adjournment." Mr. Murry so moved, the motion was seconded and the meeting was adjourned at 3:00 p.m.

MONTANA MANPOWER PLANNING ADVISORY COUNCIL  
Sub-Committee on Zinc Plant Closures

January 4, 1972

Report of Those Present

Lee J. Tickell	Chairman, Montana Manpower Planning Advisory Council, Office of the Governor
Jim Murry	Member of MMPAC, and Executive Secretary of the Montana AFL-CIO
Sidney T. Smith	Member of MMPAC, and Commissioner of Labor & Industry
Gordon Hoven	Member of MMPAC; Office of Federal-State Coordinator
Fred Barrett	Member of MMPAC; Administrator, Division of Employment Security Department of Labor & Industry
C. R. Draper	Member of MMPAC; Deputy Director, Department of Planning & Economic Development
Bill Roberts	Manager, ACM, Great Falls
Lou Brown	Director of Industrial Relations Primary Metals Division, ACM
Barney Rask	Staff Representative, United Steel Workers of America, Butte
Bill Williams	Personnel Director, ACM
Del Lords	Business Representative, local 16A, United Steel Workers of America, Great Falls
Ed Rehor	President, Metal Trades Council Great Falls
Monty H. Kamps	Business Manager District No. 11 Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers Helena
Regie Beckins	Steel Workers Secretary, 1A
Victor Vanisco	Personnel Director, ACM, Anaconda
Arthur A. Nelson	Personnel Manager, Great Falls Reduction Department, ACM

MONTANA MANPOWER PLANNING ADVISORY COUNCIL

Sub-Committee on Green Thumb Project

January 7, 1972

The meeting of the Sub-Committee on the Green Thumb Project was called to order by Chairman John Allen at approximately 10:20 a.m. in Room 215 of the State Capitol. Those present were: Lee J. Tickell, Larry Roberts, Cato Butler, Dan Kelly and Mrs. Margaret Bucher (State Green Thumb Director). Mr. Dan Newman was not in attendance.

Mr. Allen stated that the purpose of the Sub-Committee meeting was to discuss the Green Thumb budgetary problems and to determine what assistance state agencies could render to alleviate some of the problems.

Mrs. Margaret Bucher, State Green Thumb Director, said that their major budgetary problem was the inflexibility in transferring one line item in the budget to another. Other problems outlined by Mrs. Bucher were:

1. The increase in workers' wages from \$122,220 in 1970-71 to \$148,680 for 1971-72, but a severe cutback in their travel.
2. The cut in staff travel from \$8,400 in 1970-71 for a 10-month period to \$4,000 for 1971-72, a 12-month period, resulting in the elimination of training for the State Director and secretary as well as out-of-state travel.
3. The cut in the present Director's salary since the previous Director's annual leave pay was taken out of the current Director's salary.
4. Cuts in telephone use, health examination fees, project equipment, etc.

A question was raised regarding how many staff members travel within the state. Mrs. Bucher said two people and indicated the budget should allow for in-state travel as well as out-of-state travel to allow the State Director to attend national meetings.

Mrs. Bucher informed the Sub-Committee that the National Director of Green Thumb and a representative of Farmers Union negotiated with the Department of Labor for the above-mentioned contract and that State Green Thumb Directors didn't participate in the negotiations. (Arlo Swanson, Washington, D. C., is the National Green Thumb Director, and Sam Lippert is an administrator in the national Green Thumb office.)

Sub-Committee members agreed it would be necessary to establish the agency responsible for imposing the "inflexibility" regulation and proceed from there.

Since numerous complaints about budgets had been registered by other states, Mrs. Bucher said the present contract is being re-negotiated but that State Directors were not participating.

Another problem in the budget is the lack of identification of employee fringe benefits such as: hospitalization coverage, vacation and sick leave, and industrial accident. It was agreed by Committee members that a request should be made to the Manpower Planning Advisory Council to send a letter to the National Director of Green Thumb with copies to the State Director of Green Thumb, Clyde Jarvis (Farmers Union), Arlow Swanson, Department of Labor, and other Governors' Manpower Councils in North and South Dakota, Utah, Idaho and Washington, regarding the inequities of the present budget--cutbacks in workers and staff travel, telephone use, health examinations; inflexibility in transferring line items, and how industrial accident benefits are covered. (Mrs. Bucher informed Committee members she would provide a directory listing Green Thumb, Farmers Union and Department of Labor officials to contact in trying to change the present contract.)

Mr. Allen explained how other agencies were providing some services to the project, such as SEOO providing telephone service, and said their in-kind obligation was covered. Mr. Kelly asked if the in-kind service was federally matched, and Mr. Allen replied it was by 20%. Mr. Kelly pointed out that if the project could get 100% of the budget, or \$190,134 and cover it with the 20% in-kind service match, the total budget would be approximately \$228,000, thus freeing another \$38,000 in "hard cash". A question was raised as to how the in-kind obligation was satisfied. Mrs. Bucher stated that sponsoring agencies provided all supplies and supervision, and that one of these agencies was the Forest Service which provided bus service for the workers. However, she specified that federal monies, equipment or service couldn't be included for matching purposes.

The matter of press coverage was discussed, and it was decided that no press releases would be made until more definite information could be obtained at the national level. It was also decided that the Sub-Committee would meet on call after the State Council obtained more information.

Since there was no further business, the meeting was adjourned at 11:10 a.m.



# MONTANA MANPOWER PLANNING ADVISORY COUNCIL

## Sub-Committee on Mountain Plains

January 7, 1972

The Governor's Manpower Planning Advisory Council Sub-Committee on Mountain Plains met this date at 1:40 p.m. in Room 402 of the Capitol Building, to discuss coordination of efforts between the Mountain Plains Project and state agencies. Those present were: Lee J. Tickell, Larry Roberts, Scott Clarke, Ernie Post, Dorothy Burns, John Allen, Wilbur McKinney, Fred Barrett, Pat Williams and Tom Ryan.

Mr. Williams explained that since his project was an experimental one, the Federal Government had set definite functions to be carried out. Some of these functions include job development, job placement and aftercare. He stated he hoped the Mountain Plains Project could sub-contract with the Employment Security Division of the Department of Labor in the area of selection and referrals of training; and possibly with welfare, CAP agencies or SEOO for the aftercare function. He also indicated the possibility of his job development specialists working in the Employment Security Division and being paid by Mountain Plains to elicit coordination between state agencies and the Project to avoid any unnecessary duplication.

A question was raised regarding who has the authority to execute sub-contracts and negotiate for them. Mr. Williams informed the Committee that he could make some decisions, but that major decisions had to be brought to the attention of a district supervisor then to the project director and finally to the Board of Directors. (Mr. Williams' immediate supervisor is Bruce Perryman, and the Project Director is Bob Hager.) Also, Mr. Williams indicated that Commissioner Sidney Marland, Jr. retained some of the decisions for himself.

Mr. Williams informed the Sub-Committee the Project would have policy advisory boards, the make-up of which must be concurred in by the Board of Directors. He indicated he would be in Glasgow the week of January 10 to discuss who would be appointed to the advisory boards, and said H.E.W. had suggested that his policy advisory board be made up solely of business representatives. Mr. Williams disagreed with this idea and said he hoped they would accept his recommendation to have representatives from labor, Chamber of Commerce, education, low income (either SEOO representatives or low income people), Vo-tech, Vocational Rehabilitation, and the Manpower Council. Regarding the final selection of names, Mr. Williams said he would seek suggestions from the representative groups and appoint those people to the advisory board and that the names would not have to be submitted to the Board of Directors since the Board would give him the "go ahead" to select people from certain representative groups specified by HEW.

A question was raised whether or not the Sub-Committee or the State Council could draft a resolution directed to HEW recommending a change in the make-up of this particular advisory council. Mr. Williams said he thought it would help but said he would like to wait until after the Glasgow meeting to determine if this is a problem. If it is, he suggested that letters from the Manpower Council recommending the change in the HEW policy would have more effect..

Mr. Post made a motion that the Sub-Committee recommend to the Manpower Planning Advisory Council that the whole Council go on record as favoring a state policy advisory council consisting of a representative group. Mr. Allen seconded the motion, and it was carried unanimously.

Mr. Williams pointed out there was some concern regarding publicity from the last Council meeting about coordination efforts and duplication of functions. Members of the Sub-Committee discussed this matter, and Mr. Ryan moved that the Sub-Committee recommend to the main Council that the Council continue on those positive factors that bring results to the disadvantaged and unemployed people who are directly affected by this program and that all agencies involved are on this Council for this purpose and that unnecessary duplication will be avoided when possible. The motion was seconded by Mr. Barrett and it was passed unanimously.

Mr. Post called to the attention of the members a press release written by the Montana AFL-CIO, a copy of which is attached.

Another motion was made that a press release be drawn up by the Chairman of the Sub-Committee with the assistance of other committee members for immediate release emphasizing the fact that Mountain Plains will coordinate their efforts with all state agencies involved with their program. The motion was seconded and passed unanimously. (Lee Tickell, Pat Williams, Dorothy Burns, and John Allen drew up the press release, a copy of which is attached.)

The meeting was adjourned at 2:50 p.m.

GOVERNOR'S MANPOWER PLANNING ADVISORY COUNCIL

FOR IMMEDIATE RELEASE  
Friday, January 7, 1972

The Governor's Manpower Sub-Committee formed to study coordination between the Mountain-Plains Education Project and the various state manpower agencies today concluded that the Mountain Plains project is designed to be an integral part of Montana's manpower training and delivery system.

The Sub-Committee in a recommendation to the full manpower committee states that the Mountain Plains State Coordinator, Pat Williams, has assured them that because of the project's initial directive from the United States Commissioner of Education, Dr. Sidney P. Marland, Jr., all unnecessary duplication will be avoided and the project will fully coordinate its efforts through the Manpower Council.

In response to earlier questions raised by Fred Barrett, Administrator of the Employment Security Division, Department of Labor and Industry, Williams reiterated that Mountain-Plains intends to fully utilize existing state agencies to perform the functions of recruitment and selection of Mountain Plains participants, job development and placement and follow-up.

The Governor's Manpower Chairman, Lee Tickell, concluded, "There is an awareness of the contribution to be gained through coordination of manpower efforts by concentrating not on any

superficial differences but rather on the many basic elements  
that unite us."

# MONTANA MANPOWER PLANNING ADVISORY COUNCIL

## Special Meeting

January 10, 1972

A special meeting of the Montana Manpower Planning Advisory Council was called to order by Chairman Lee J. Tickell at 1:30 p.m. in the Governor's Reception Room. Purpose of the meeting was to discuss the ABM Safeguard System, Green Thumb Project Sub-Committee Report, Mountain Plains Sub-Committee Report, and Policies, Goals and Regulations of the State Council.

### ABM SAFEGUARD SYSTEM

After being introduced by Chairman Tickell, Colonel Duke briefly explained the ABM System, its activities and the missile sites located near Conrad, Shelby and Valier. He relayed the following information to Committee members:

1. There will be a permanent population increase of 4,120. The student population will also increase, with the greatest impact at Conrad.
2. If housing is not provided at the sites, it will be distributed among the communities.
3. Educational facilities are not adequate to accommodate the influx of students, especially at the grade school level.
4. Due to the increased population and the amount of funds going into the area, (\$3.8 million per month during the construction phase, \$2.1 million - I & D phase, \$1 million - operational phase.) The tax base should be increased by \$26 million during the construction phase and beyond that, \$3 million per year.
5. Selection of workers would be done in order of priority as follows: Recruitment at the site, locally qualified Montanans, nationwide, Departments of Army and Defense, and Civil Service Commission referrals. Colonel Duke told Council members that some of the jobs carry GS ratings and that civil service people throughout the country who have been laid off would receive first consideration for ABM jobs. He said this was a government regulation dating back to 1947 Congressional legislation. The work force at the ABM would consist approximately of half civilians and half military personnel.
6. Training of People. Colonel Duke said he hoped the Council and workers at the site could cooperate to tailor training programs to fit individual needs. He said

the Government must offer these jobs to GS rated personnel, but indicated most of these people would not want to stay in Montana and therefore, most of the labor force would probably come from this state.

7. Life of the Project. Approximate life of the project is estimated at 20 years. After that time, Colonel Duke indicated the site would probably be updated.

#### GREEN THUMB SUB-COMMITTEE REPORT

Since the Chairman of the Sub-Committee was not in attendance, (but excused) Cato Butler summarized the Sub-Committee meeting and gave the following report:

1. The project is an excellent one in that it gives the aged a chance to become useful citizens and an active part of society.
2. The budget is a severe handicap to the program since there is no flexibility in transferring line items. Although workers wages had been increased from \$122,270 for 1970-71 to \$148,680 for 1971-72, other items such as workers and staff travel, medical fees, etc. had been so severely cut that the program is in danger of being able to continue.
3. Sub-Committee members agreed to recommend to the State Council that a letter be sent to the National Green Thumb Director requesting information about budget restrictions, with a copy to: Montana's Congressional delegation; Clyde Jarvis, Farmer's Union; Arlow Swanson, Department of Labor; and other Governor's Manpower Councils in North and South Dakota, Utah, Idaho and Washington.

It was moved that the Manpower Planning Advisory Council adopt the Sub-Committee report and that the suggested letter be sent. Subsequent to that, further action should be taken by the State Council. The motion was seconded and unanimously passed.

#### MOUNTAIN PLAINS SUB-COMMITTEE

The Mountain Plains Sub-Committee met on January 7 to discuss coordination of efforts between the project and state agencies and concluded that the project is designed to be an integral part of Montana's manpower training and delivery system. Sub-Committee members were assured that all efforts would be made to fully coordinate project efforts through the State Council and avoid any unnecessary duplication if possible in accordance with a directive from U. S. Commissioner of Education, Sidney P. Marland, Jr., and a press release was drawn up to that effect.

It was recommended by the Sub-Committee that the Manpower

Council go on record as favoring those positive factors that bring results to the disadvantaged and unemployed people who are affected by this program and that agencies are members of the Manpower Council for this purpose and that unnecessary duplication will be watched out for and avoided when possible. Mr. Ryan moved that the Sub-Committee report be adopted, it was seconded and unanimously passed.

Chairman Tickell appointed Dan Kelly to serve on this Sub-Committee to insure cooperation between the project and the Department of Social and Rehabilitation Services, since no one had previously been appointed to the committee to represent this Department.

### POLICIES, GOALS AND REGULATIONS

Mr. Tickell explained that the Manpower Council was first initiated as the CAMPS System under Executive Order of President Johnson, and later reorganized by Interagency Cooperative Issuance 72-2, dated May 21, 1971.

The Council has authority over the entire State of Montana. In areas where the Council is pre-empted in its activities by legislative or Congressional intent, it can make recommendations to bring about change. The structure of the Council includes the Governor, Council Chairman, Secretariat, State Council members, six ancillary councils and consultant agencies. Recommendations may be made by ancillary councils to the State Council, then the Governor, and finally the Regional and National Manpower Administration.

The members of the Council as well as the Chairman are appointed by the Governor and serve at his pleasure. The Vice-Chairman and Secretary are elected by Council members. The position of Chairman is funded through a national OEO grant, commencing on July 1, 1971 and ending on December 30, 1972, and the Secretariat Staff is funded from a grant from the Department of Labor, Manpower Administration in Denver.

Mr. Tickell explained that four positions--Manpower Development Specialist, Statistician, Community Planner, and Secretary--within the Secretariat Staff are funded under the grant. Letters have been sent to the Attorney General requesting an opinion as to whether or not these position could fall under the Joint Merit System. (To date no answer has been received. However, verbal assurance has been received in favor of the request.) The position of Chairman will not fall under the Merit System since he should be appointed by a Governor and serve at his pleasure. In order to provide continuity in the program, the positions mentioned above should come under the Merit System.

The hiring of personnel and appointment of Sub-Committees was discussed, and it was agreed that the Chairman of the State

Council was empowered to appointment Sub-Committees. A motion was made by Mr. Fuller that the Chairman of the State Council be empowered to administer staff with the advice and consent of a majority of the Manpower Council in accordance with Merit System principles, and pending issuance of the Attorney General's opinion. The motion was seconded, and a roll call vote was taken. The following Council members voted in favor of the measure: C. R. Draper, W. R. Donaldson, Tom Ryan, Cato Butler, Dave Fuller, Dorothy Burns, Herb Waltermire, Dan Kelly, Ben Ulmer, and Gordon Hoven. Since no one voted against the motion, it was passed unanimously.

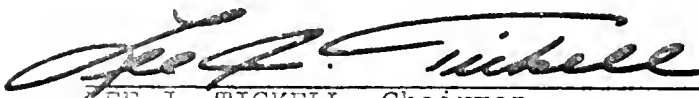
The area concerning public relations was discussed, and a motion was made that all news releases from the State Council as well as Sub-Committees go through the Council and be coordinated through the Chairman. The motion was seconded and unanimously passed.

Committee members discussed priorities, and it was agreed to keep priorities in general terms and that input would be provided by the Secretariat, Chairman, and members of the State Council and Ancillary Councils.

It was agreed by Committee members that monthly meetings would be held and that groundwork should be done in the Sub-Committees and reports submitted to the State Council for discussion.

The Fisch-Steiger Bill, a/k/a The Comprehensive Manpower Act, was brought to the attention of Committee members by Chairman Tickell, and it was decided to add this item to the agenda of the January 24 meeting.

The meeting was adjourned at 4:50 p.m.



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LEE J. TICKELL, Chairman  
Montana Manpower Planning  
Advisory Council

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BEN ULMER, Secretary  
Montana Manpower Planning  
Advisory Council



MEMBERS and/or ALTERNATES PRESENT

Lee J. Tickell	Chairman	Governor's Office
H. E. Waltermire	Alternate	Employment Security Div.
Tom Ryan	Alternate	Public Instruction
Ben Ulmer	Member	Vocational Education
Dave Fuller	Alternate	S.E.O.O.
W. R. Donaldson	Alternate	Rehabilitative Services Division
Dr. John S. Anderson	Member	Department of Health & Environmental Sciences
C. R. Draper	Alternate	Department of Planning & Economic Development
Gordon E. Hoven, Jr.	Alternate	Federal-State Coordinator's Office
Cato Butler	Alternate	Department of Agriculture
Dorothy Burns	Member	Client Group Representative
Dan P. Kelly	Alternate	Department of Social & Rehabilitation Services
Wilbur McKinney	Alternate	Montana Chamber of Commerce

GUESTS

Mike Fitzgerald	Governor's Office
Lloyd F. Meyer	Department of Planning & Economic Development
Kent Mollahan	Department of Planning & Economic Development
Robert E. Miller	Montana Taxpayers' Assn.

SECRETARIAT STAFF PRESENT

Larry Roberts	MMPAC Secretariat
Scott Clarke	MMPAC Secretariat

MEMBERS NOT REPRESENTED

John Allen (excused)	Opportunities, Inc.
Sidney T. Smith	Department of Labor & Industry
Jim Murry	Montana State AFL-CIO
Pat Williams (excused)	Mountain-Plains
Dr. Francis Rummel	University of Montana

MONTANA MANPOWER PLANNING ADVISORY COUNCIL

Sub-Committee on P.S.C.

January 12, 1972

The Sub-Committee on P.S.C. met this morning at 10:00 a.m. in the Governor's Reception Room to discuss Plan A of the Public Service Careers Program with U. S. Manpower Administration officials. Those in attendance were: Gordon Hoven, Chairman; Mike Sweeney; Lee J. Tickell; Jim Settles, Department of Labor, Butte; Emory Hancock, U. S. Manpower Administration, Denver; Virginia Kenyon; Herb Waltermire; Larry Roberts; Mike Fitzgerald; and Dave Fuller.

Mr. Hancock explained that Plan A had been modified to provide more flexibility, responsiveness to newly funded programs, particularly the PEP Program, and to provide linkages between other manpower programs. He indicated that enrollees under P.S.C. must be employed by the sponsoring agencies of the program and that P.S.C. would not provide wage support except through linkages with other programs--WIN, CEP, etc.

Tickell raised the question regarding enrollees under the EEA Program and whether or not they could be considered as "entry level". Mr. Hancock replied that those people who meet the criteria for the disadvantaged could be considered as "entry level" and that they can be employed in a permanent state job and receive support from the PEP and PSC programs, for example.

Mr. Hancock continued to explain the program and stated that one of the basic purposes of P.S.C. was to structure a personnel system based on merit system principles. He indicated three agencies of state government--Welfare, Board of Health and Environmental Sciences and the Employment Security Division--which fall under the merit system and which meet the criteria set forth in Plan A of the P.S.C. Program of a personnel system, but in order for merit system employees to become eligible for P.S.C., they must be disadvantaged. He stated that another problem of the present merit system is that written tests are biased in favor of the non-disadvantaged group; and therefore, those who are disadvantaged cannot pass the tests and find employment.

Mr. Hancock stated that PSC would provide monies to establish the required personnel system, purchase facilities and equipment, and provide training and supportive services for enrollees. He defined supportive services as: child care, transportation, minor medical expenses, etc. However, he indicated that if other programs in state government were available to provide these services, funds should come from these sources. (If none are available, P.S.C. could provide supportive services.)

Mr. Hancock assured committee members that manpower functions would not be duplicated if possible under the PSC program and that the Employment Security Division should be given consideration as the administering agency for the new program since it could provide a strong linkage between various manpower programs.

It was reported by Sub-Committee members that Bob Jensen is currently working on a statewide personnel system and that he should be contacted so that his plan and the PSC proposal could be linked together.

Mr. Hancock indicated that in establishing Plan A, the first phase is the planning stage, which cannot exceed 13 weeks and during which time no funding is available to hire a staff to write the proposal. During this phase, job definitions, analysis and specifications; career ladders; and contracts for training should be developed. He reiterated the strong desirability of having the Employment Security Division named as the administering agency, but said this decision would be up to the Governor.

Mr. Hancock said the Governor's commitment to this type of program is essential and that this amounted to the Governor's signature on a contract. He encouraged the sending of letters from the Governor to agencies involved in order to insure complete cooperation in linking programs together and in "selling" the program to government agencies.

Mr. Hancock suggested the following timetable assuming the Governor's commitment was made: (1) Prepare a quotation which states Montana's intention and consists of a work plan, budget, and proposal. The work plan should identify job slots and define positions (this becomes part of the contract). (2) Submit the proposal to the regional office for review. The Regional office has 30 days in which to respond.

Mr. Hancock assured committee members that no PSC funds have been committed to the State of Montana as yet and that monies were being distributed on a "first come, first served basis".

A question was raised regarding the number of enrollees in a program of this nature, and Mr. Hancock replied that there was a minimum of 20 slots (approximately) for a 21-month period. He indicated that a program of this type would be phased out two months before the end of the contract period, but said he thought the contract could be renewed if there was justification for doing so and money available.

In writing a proposal of this kind, Mr. Hancock stated that E.S.C., CEP and CAP have the authority to certify the disadvantaged and that this should be written into the proposal.

Once the proposal is written and accepted, Mr. Hancock said funds would be available for the three-month planning period.

Mr. Fuller suggested that the Chairman of the Sub-Committee appoint an individual to investigate the agencies that would be affected by a P.S.C. program to see what their feelings are, and an individual to discuss the matter with the Governor's office and report the findings back to the main Council at its next meeting, January 24. The motion was seconded by Virginia Kenyon and passed. Mr. Hoven appointed Herb Waltermire to contact the various agencies, and Mr. Tickell to discuss the matter with the Governor's office.

The meeting was adjourned at 11:30 p.m.

## MONTANA MANPOWER PLANNING ADVISORY COUNCIL

January 24, 1972

Chairman Lee J. Tickell called the meeting of the Manpower Planning Advisory Council to order at 1:30 p.m. in the Governor's Reception Room.

### Secretariat Activities

Chairman Tickell discussed Secretariat activities and called to members' attention the Annual Manpower Planning Report, Operational Guidelines Handbook and a Parliamentary Procedures Handbook, the latter two written to benefit area councils in providing better input to the State Council.

### SUB-COMMITTEE REPORTS

#### Zinc Plant - Jim Murry

Since Mr. Murry informed Council members no word had yet been received by his office or the unions regarding the Anaconda Company shutdown dates, he made a motion that the Council contact the Company and the Unions to see if any discussions have taken place between these two groups, to find out if the Company plans on shutting down operations, and remind them of their commitment to let the State Council know within two weeks from January 4, 1972, of their plans. The motion was seconded and unanimously passed.

#### Green Thumb - John Allen

Mr. Allen reported that no word has yet been received from Washington, D. C. on a letter directed to the National Green Thumb Director requesting information on project budgetary cuts.

#### Mountain Plains - Pat Williams

Mr. Williams reported that he, coordinators and staff from the six states in the region, and representatives from the office of Education met in Glasgow recently to finalize the opening phase of the Mountain Plains Project and that the first twelve families would be at the site by February 25.

Mr. Williams stated that after 1½ months, 60 additional families will be brought to the site. This group of 60 may or may not include the 12 families already at the site. The head of the household will receive a salary at the rate of \$70 per week, plus \$5 for each dependent (children and mother). This figure may be raised in the future since the Project is not bound to pay this salary. Rent at the site will be charged against this salary at the rate of \$40 per month, including utilities. (See attached sheet for additional information.) If the families have their own furnishings, they may bring them to the site, with all moving costs being paid for by the Project. However, if furniture is needed, it will be provided within reason.

Mr. Williams informed members the selection process was beginning and that 10 or 15 Montana families had volunteered to participate in the program, as well as several hundred throughout the six-state region. There is no income stipulation, but the lower the income, the higher the preference will be for selecting that family.

The budget for the program was originally set at \$4 million for a two-year period. However, this figure has been cut by the Office of Education by one-half million dollars for the purpose of conducting an evaluation of the program.

Presently, there are approximately 90 areas of sophisticated vocational training identified, which have been categorized into three major clusters: health para professional, public service careers, and tourism and recreation.

Mr. Williams informed Council members he had met with Fred Barrett, Frank R. Sennett, Dan Newman and Dave Fuller to establish coordination between the Project and state agencies regarding referrals, selection and screening of participants. (It is hoped the original twelve families will be absorbed at the Center to act as receptionists to help interview other trainees.)

#### P. S. C. Program - Gordon Hoven

Mr. Hoven explained that the Sub-Committee had met with Mr. Emory Hancock of the Department of Labor, who explained the P.S.C. Program. Since it was learned that federal monies would be distributed on a "first come, first served basis" the Sub-Committee felt that opinions from the Governor's office and those agencies which would be affected by the program should be obtained and a report presented to the State Council.

Mr. Waltermire was appointed to poll agency opinions, and reported that the Department of Administration would be directly involved since that agency is presently conducting a personnel study of government. It is hoped this study can be integrated with the P.S.C. Program to avoid duplication. (The major programs to be linked under this Program are: WIN, CEP and FEA.

The primary purpose of the P.S.C. Program is to upgrade government at all levels into a "career ladder type situation" which does not exist under the E.E.A. Program. Mr. Barrett assured members that implementation of the new program would not bring about any new hirings but would give government agencies a chance to help upgrade those employees under FEA, WIN and CEP and provide supportive services to these people. (Supportive services were identified as medical and dental assistance, education, etc.)

Mr. Tickell discussed the program with the Governor and stated the Governor would have to sign the contract implementing the proposal, and would designate the administering agency.

A question was raised regarding the personnel study and whether or not the program would be in jeopardy because of merit system standards. It was reported that the purpose of the study is to bring about a uniform personnel system based on merit system principals in all levels of government and that this would require new legislation. The new personnel system would update present testing standards in order to give people a better chance of becoming employed.

Mr. Newman moved that the sub-committee report be accepted and that the State Council go on record as favoring such a program. He suggested that the Employment Security Division of the Department of Labor and Industry be designated as the administering agency. The motion was seconded and unanimously passed.

### OLD BUSINESS

#### January 10 Meeting of MMPAC

Mr. Tickell reported that after writing several letters (dated October 20, December 22, 1971 and January 20, 1972) to the Attorney General requesting an opinion regarding merit system status for the Secretariat Staff, no such opinion had yet been rendered. Mr. Murry moved that another letter be sent to the Attorney General again asking for the opinion and inviting the Attorney General or his representative to attend the next stated meeting of the Council to discuss the matter. The motion was seconded and unanimously passed.

The minutes of the January 10 meeting of the MMPAC were discussed, and it was agreed that Colonel Duke, in his presentation regarding GS appointments, was discussing permanent jobs at the site, and that this did not interfere with negotiated contracts or apply to construction jobs.

It was moved by Jim Murry that the minutes of the January 10 meeting be accepted. The motion was seconded and passed.

unanimously.

Council members discussed equal employment opportunities at the ABM site and the possibility of tailoring training programs to fit the needs of Montanans in order that they may obtain employment at the site. Mr. Smith informed the Council that the minority employment ratio for Montana is tentatively set at 6-10% for each craft and that the contractors are responsible for hiring a certain percentage of minority workers to comply with Equal Employment Opportunity legislation. Mr. Smith and Mr. Barrett strongly urged the Council to refrain from getting involved with contractual agreements. They felt that if there were any problems in this area, the contractor could contact the Council for help.

A question was raised regarding whether or not the Employment Security Division had been contacted regarding hiring at the minuteman sites. Mr. Barrett replied that his agency was partially involved but that the Corps of Engineers could seek referrals from any source. The Federal Government is now supplying a list of federal contracts of \$10,000 or more to the Employment Security Division so that local employment agencies are aware of job openings. As soon as the lists are received, the local agencies contact the contractor to ascertain what jobs are available. Mr. Barrett indicated this technique is beginning to work and is in line with the emphasis of hiring veterans.

Mr. Newman moved that a continuing sub-committee on the ABM be set up to provide in-put to the Council regarding job openings, upgrade of employees, training programs and equal employment opportunity information on the ABM Safeguard System. The motion was seconded and carried. Those voting against the motion were: Dorothy Burns and C. R. Draper.

Chairman Tickell appointed Sid Smith, Fred Barrett and Jim Murry as Sub-Committee members and designated Mr. Smith as Chairman.

#### Bob Howard's Replacement

Since there is no minority representative presently on the State Council, Mr. Tickell asked for suggestions regarding an appointment of this nature. Council members agreed that a representative of Montana's Indians would be highly desirable, and the following people were recommended: Barney Old Coyote, Montana State University, Bozeman, Montana; Earl Barlow, Helena, Montana; and Earl Old Person, Blackfeet Tribal Council, Browning, Montana.

Mr. Smith moved that the Council recommend to the Governor that he consider selecting an Indian to serve on the Manpower Planning Advisory Council. The motion was seconded and unanimously passed.



### E.E.A. Funding - Fred Barrett

Mr. Barrett reported that his agency had been very successful in committing EEA funds for the State of Montana; and as a result of the cooperative efforts of the Employment Security Division, the MMPAC and the Governor's request for additional funds, the Department of Labor has granted an additional \$300,000 to the State of Montana for this program. A proposal is being prepared by the Employment Security Division. The additional funding is made available to local governmental units such as city and county government, school districts, etc.

### Esch-Steiger Bill

A proposed sub-committee to study the Esch-Steiger Bill and other manpower legislation before Congress was discussed, and it was agreed that such a committee would be of benefit. Chairman Tickell appointed Fred Barrett Chairman, and Dan Newman, Dan Kelly, W. R. Donaldson, Dorothy Burns, Ben Ulmer, Tom Ryan and Gordon Hoven as members.

### Quarterly Report

Chairman Tickell appointed C. R. Draper, W. R. Donaldson and Dorothy Burns to serve on a sub-committee to review the quarterly report of the MMPAC. Mr. Donaldson will serve as Chairman.

### Vocational Education Programs - Mike Bullock

Montana's vocational education programs are funded through three sources: the Vocational Amendments of 1968, monies appropriated by the Legislature, and monies raised by local school districts. The program is the responsibility of the State Board of Education and is, by law, administered by the Superintendent of Public Instruction. All state and federal monies are administered by the vocational education component of the Office of Public Instruction, which oversees three areas: vocational education, manpower training and fire service training. A total of \$12,366,824 (federal, state and local) is available during FY 1971-1972 to provide services to 27,328 students in secondary, post secondary and adult education.

### Social & Rehabilitation Services - Dan Kelly

The WIN Program is a joint venture between the Departments of HEW and Labor at the federal level, and the Employment Security Division and what was the Welfare Department at the state level. The Employment Security Division is the administering agency and conducts all training, and shares the administrative costs with the SRS Department. (SRS provides 20% matching monies.) The number

of slots (training opportunities within a specific area) have increased from 300 to 700 as of February 1. Slots will be distributed as follows: 150 - Billings and Great Falls; 100 - Missoula and Butte; 50 - Browning, Kalispell, Helena and Glasgow.

The WIN Program is set up so that SRS is the source of referrals. There are WIN teams established in the SRS and Employment Security Division who work together on this program. The SRS team consists of 50 trainees with one caseworker, and the Employment Security team has an employment counselor, job development person, training person, clerical support and a para professional person. The entire program is voluntary, and the enrollees must come from the ADC caseload. However, on July 1 the Talmadge Amendments will add a mandatory requirement that all youth 16 years of age or older, an ADC grant participant, with no school program, must enroll in the program. In selecting trainees, selection is made first from the volunteers, then mandatory group, then those mothers with children in school, and finally all other groups.

An individual entering into training is placed in one of two groups: (1) Being made ready for immediate employment; (2) Being trained if necessary.

Under the Talmadge Amendment, 15% of the caseload must be enrolled. If not, federal monies for ADC will be lost.

Two other projects are being undertaken by SRS to train the totally and permanently disabled in order to place them in jobs. Projects of this nature are located in Chinook and Glasgow with a caseload of 50 each. The Department is also working in Cascade County to get more referrals to vocational rehabilitation.

One of the problems experienced with this program is the failure of caseworkers to refer ADC recipients to the WIN Program. However, this is being overcome. Mr. Barrett reported that there were 5,000 eligible participants in WIN, but funding for only 400, and some difficulty in getting that many enrolled.

#### Neighborhood Youth Corps Program - Lee Tickell

The NYC Program was briefly discussed, and Mr. Tickell appointed the following sub-committee to study this area: Dan Newman, Chairman; Fred Barrett and Dorothy Burns. Mr. Tony Craig was mentioned as a resource person.


#### Report of Area Meetings - Lee Tickell

Area 5 - Mr. Tickell commended area Chairman Clarence Nybo for his efforts, and for the fine job he is doing. The Council is doing a transportation study in cooperation with Billings Transit.

Area 4 - A new Chairman, Mr. John St. Jermain, has been appointed.

- Area 1 - The Missoula Council is undertaking a study to evaluate programs in order to ascertain the impact of the programs in the area and whether or not the programs are serving the people.
- Area 6 - Mrs. Nola Wallace has been appointed as Chairman to replace Bill Ikard, who has moved to Helena.
- Area 2 - The Butte Council is experiencing administrative problems within the Council and a lack of input from all agencies attending the meetings. However, with support from the Secretariat, these problems are being worked out.
- Area 3 - A survey of youth employment needs is being conducted by the Helena Council, and their next meeting will be a working meeting to come up with a recommendation to be submitted to the MMPAC.

Since there was no further business, the meeting was adjourned at 3:55 p.m.



LEE J. TICKELL, Chairman  
Montana Manpower Planning  
Advisory Council

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BEN ULMER, Secretary  
Montana Manpower Planning  
Advisory Council

MEMBERS and/or ALTERNATES PRESENT

Lee J. Tickell	Chairman	Governor's Office
H. E. Waltermire	Alternate	Employment Security Division
Tom Ryan	Alternate	Public Instruction
Mike Bullock	Alternate	Public Instruction
Dan Newman	Member	SEOO
Dave Fuller	Alternate	SEOO
W. R. Donaldson	Alternate	Rehabilitative Services
Virginia Kenyon	Alternate	Department of Health & Environmental Sciences
C. R. Draper	Alternate	Department of Planning
Gordon E. Hoven, Jr.	Alternate	Federal-State Coordinator's Office
Cato Butler	Alternate	Department of Agriculture
Dorothy Burns	Member	Client Group Representative
Dan P. Kelly	Alternate	Department of Social & Rehabilitation Services
Wilbur McKinney	Alternate	Chamber of Commerce (Montana)
John Allen	Member	Opportunities, Inc.
Sidney T. Smith	Member	Department of Labor & Industry
Jim Murry	Member	Montana AFL-CIO
Pat Williams	Member	Mountain-Plains
Dr. Francis Rummel	Member	University of Montana
Fred Barrett	Member	Employment Security Division

GUESTS

Margaret Zednick	Rehabilitative Services
Mike Fitzgerald	Governor's Office

SECRETARIAT STAFF PRESENT

Larry Roberts	MMPAC Secretariat
Scott Clarke	MMPAC Secretariat

# *MOUNTAIN - PLAIN EDUCATION & ECONOMIC DEVELOPMENT PROJECT*

PAI WILLIAMS  
MONTANA  
STATE COORDINATOR  
(406) 443-3090

600 COOKE ST. HELENA, MONTANA 59601

IDAHO  
MONTANA  
NEBRASKA  
NORTH DAKOTA  
SOUTH DAKOTA  
WYOMING

## SELECTION CRITERIA FOR CENTER OPENING PHASE

This selection criteria is designed to be as broad based as possible and still serve to identify potential family enrollees.

### Age

Head of household will be between the ages of 21 and 45.

### Income

- a. Other criteria being relative, preference will be given to families with the lowest incomes.
- b. Families with major financial indebtedness will not be acceptable.

### Literacy

Husband and wife must be able to read and write English.

### Dependents

- a. Childless couples will be acceptable.
- b. Limitation of six members per family.
- c. All family members must be related by blood, marriage, or adoption.
- d. Single parent families will be acceptable.
- e. Families with pre-school children will not be acceptable.

### Health

- a. Severe mental retardation in any family member will not be acceptable.
- b. Families with members requiring wheelchairs will not be acceptable.
- c. Families with members with an illegal drug dependency will not be acceptable.
- d. Families with members requiring continuous doctor or hospital care will not be acceptable.

X

MEETING OF CHAIRMEN OF ANCILLARY MANPOWER  
PLANNING ADVISORY COUNCILS AND TASK FORCES

February 3, 1972

State Chairman Lee J. Tickell called the meeting to order at 10:30 a.m. in the Governor's Reception Room, and explained the purpose of the meeting.

Distribution of lists of area councils and state council members was discussed, and it was agreed that an updated list would be mailed to the area chairmen and task force chairmen on a quarterly basis along with sufficient copies for council members.

The possibility of having two-thirds of the area councils appointed by the Governor and the remainder by the councils themselves was discussed, and Mr. Tickell informed area chairmen that this is precluded by the Executive Reorganization Act of 1971 which requires that all appointments to advisory councils be made by the Governor. However, area councils may invite representatives from various manpower programs to attend meetings as resource people to provide in-put, but they will not take part in formal voting procedures.

Problems in the area of communication were discussed, and the following suggestions were presented:

1. Mr. Downey pointed out that a major problem originated with the formation of the area committees in that the guidelines were changed and did not set out a format for secretarial help, but stated that the Secretariat Staff will assist with these duties. Several chairmen indicated they were using their own secretaries. Mr. Tickell stated that in accordance with the by-laws, each council should elect its own secretary. Possibly, this secretary could be responsible for obtaining secretarial help, or a resource person such as Dick Coon in Area IV could be hired to assist in coordination efforts.

2. Communication between an area council and its task force was discussed, and it was decided that correspondence should be sent directly to the task force chairman with carbon copies to the area council chairman for informational purposes.

3. The flow of communication should begin at the area council level as a recommendation to the state council, which in turn informs the Governor and is sent on to regional and national levels. Mr. Tickell pointed out that everything in an area should be done through the area chairman, and he should determine what areas the council and task force will be responsible for in providing in-put to the manpower councils. Also, any communication directed to the Governor or written on manpower stationery by area chairmen should include a carbon copy to the MMPAC State Chairman for informational purposes.

4. The problem of mailing MMPAC state minutes and area council minutes was discussed, and Mr. Tickell informed area chairmen that a larger sized enveloped would be provided to facilitate the mailing process. He reminded area chairmen that funds are available to cover the costs of postage and supplies and that only manpower supplies and postage should be used. A request was made to have copies of area council minutes as well as MMPAC state minutes mailed to the task forces.

5. Mr. Tickell pointed out that the State MMPAC has access to the Governor's office MT/ST typewriters and this type of operation can be made available on a limited basis to the area councils upon a written request from a particular council. Such communicative services as form letters, mailing labels, etc. can be done by using the MT/ST typewriters.

The use of Governor's manpower stationery to bring about desired results or for controversial or sensitive areas was discussed, and it was agreed by area chairmen that any correspondence sent out on this type of stationery should be representative of an area council's feelings and documented in the minutes of that council. The following sensitive areas were discussed:

1. Mr. Nybo pointed out that as a result of using the manpower stationery, passage of legislation affecting agriculture at the national level had been influenced. Another example cited by Mr. Nybo was the influence his area council had on getting a contractor to change his methods of hiring and resulted in that contractor signing an effective contract providing for the hiring of minority group employees.

2. The determination of whether or not the State MMPAC or an area council should consider a particular problem was discussed, and as an example, Mr. Tickell cited the Zinc Plant Closure. Since this affects three or four manpower areas, the State Council decided to investigate the matter and obtained in-put from the area chairmen affected. At this time it was suggested that if possible the chairmen of area councils affected by a statewide problem should be invited to attend State MMPAC meetings for informational purposes and to provide in-put.

3. Mr. St. Jermain mentioned the ABM Safeguard System and the complications regarding employment of ethnic groups. Mr. Tickell pointed out that this matter is being considered by the State MMPAC as well as the matter of equal employment opportunities. Mr. Coon stated that the Community Action Program, Opportunities, Inc., are concerned about this and especially employment opportunities for the Indians since methods of hiring by unions in some cases precludes getting minority groups. Mr. Nybo indicated that his council was running into the same type of problems with firms that have been awarded government contracts. He said the problem lies in the fact that there are different standards of equal employment opportunity hiring in that some regulations specify 10% of the total work force be of a minority group while others specify 10% in each craft. It was pointed out that many Indians do not have the skills necessary for employment and that

there should be a commitment to make these people skilled or trained. Mr. Nybo indicated this is something that should be negotiated when the contractor bids on a job, and felt that the area councils should be involved with this type of problem.

4. Area chairmen felt the work study program is another sensitive area that should be investigated, and it was pointed out that work study monies go directly into the University System without going through the Governor's office. A major problem with this program is that monies are supposedly available for the low income families whose children are attending college; however, the monies do not seem to be reaching this disadvantaged group. Along this same line is the vocational education program which supposedly provides monies to the disadvantaged.

5. Mr. Tickell pointed out that the area councils should exhibit some initiative in the sensitive areas, but may be pre-empted by actions of the Governor, labor, unions, etc. He stated there were other of areas--labor, medical care, transportation housing, etc.--where impetus exists within the manpower councils, but this is a touchy area and in-put from labor is essential.

The manner in which press releases should be prepared and distributed was discussed, and Mr. Tickell pointed out to area chairmen that all releases should be a result of a council's decisions and should go through the area chairmen. In distributing press releases, Mr. Tickell reminded chairmen to include all daily news media in an area and not to scoop a news source so that full cooperation could be maintained between manpower people and news media.

Mr. Coon suggested that public education programs be used to inform the public and that perhaps in-put from this source is needed to accomplish council goals. Also, he suggested using the news media as a tool or intermediary between the public and manpower people to inform the public that a council is concerned with manpower problems and is trying to bring about a change. Mr. Walker indicated he had some reservations about inviting the public to meetings since he felt this may preclude the council from accomplishing what it had set out to do in its meeting. Mr. Tickell reminded chairmen that council meetings should always be open to the public.

Area Chairmen discussed the lack of publicity and agreed that if a statewide news release was drawn up by Mr. Tickell including the names of State MMPAC members, Area Chairmen, list of area council members, council functions and the executive order designating the council duties, etc., it would be beneficial, and after the initial news release was distributed, area councils could develop news media interest in each area. As a result of the news release by the Governor's office, it was felt that reporters would contact area chairmen to ascertain what each council is involved in. Mr. Tickell said he would draft a news release and send it along with an original letter to each publisher of daily news media.



In writing news releases on a local basis, Mr. Tickell indicated that such a release should cover an entire area and not concentrate on a particular city within the area.

Mr. Tickell opened for discussion the Zinc Plant Closures, the impact it will have on the state, the challenge it presents in terms of coordination between state and ancillary councils, and the best method of involving the area chairmen affected. Mr. Tickell stated that he felt this matter should be dealt with in the following manner: the state council should be involved at the state level, and ancillary councils should provide in-put regarding local impact, job relocation, retraining programs, etc. Area chairmen agreed with this, and Mr. Coon pointed out that not only are 600-700 workers affected but their families as well. This will affect the economic picture of the state, law enforcement, the tax base in affected counties as well as the state, etc.

Mr. Tickell informed area chairmen that the state council would be distributing a questionnaire for the purpose of ascertaining the worker's age, property owned, skill level, whether or not he would relocate, number of dependents, and any other information which will be helpful to the state and local councils in helping these people. In this instance, it was felt that more information could be obtained at the state level rather than through local channels, and Mr. Tickell indicated that the Anaconda Company had cooperated fully with the Governor's office and informed them prior to the news release regarding the closure date.

Mr. Tickell asked the area chairmen for suggestions of how to involve area chairmen, and Mr. Nybo suggested that the chairmen be provided with detailed information regarding what the state council is doing so that unnecessary duplication may be avoided.

A question was raised regarding the possibility of men transferring from the Zinc Plant to the copper operations. Mr. Nybo pointed out that some of these men who have seniority in the Zinc Plant could transfer to the copper operation. However, if they did transfer, they would become the lowest priority as far as seniority is concerned. Mr. Tickell indicated that some of the workers may not want to do this and that the local councils could assist in providing the in-put.

Area chairmen agreed that when a manpower problem affects several areas in the state, the State Council should consider the problem and include the area chairmen as ex-officio members of sub-committees appointed to deal with a specific problem.

Mr. Nybo discussed the problem of excluding federal officials from manpower councils in accordance with the newly reorganized councils and the guidelines set forth. As an example, he cited the problems his council was having in that BIA officials are not represented on his council. When Indian representatives contact the council regarding manpower programs and employment assistance, complete information is not available since there is no in-put from the BIA.

It was suggested that BIA representatives be invited to attend ancillary council meetings to provide the necessary input. However, it was pointed out that the only difficulty with this is that BIA representatives cannot take part in voting procedures and therefore will not be as interested in council activities as if they were official members.

Mr. Tickell pointed out that the Secretariat Staff had recently assisted in writing a proposal to the Department of Labor providing for an Indian CAMPS coordinator for the seven Indian reservations whereby this person will report to the ancillary committees and the MMPAC. Through this linkage input from the Indian Reservations would be obtained.

Area Chairman agreed that a meeting of this nature was beneficial and should be scheduled on a quarterly basis and should, if possible, allow the area statisticians to meet with state manpower statisticians. It was suggested that meetings be scheduled over a two-day period with the meetings beginning at 1:00 on the first day and ending at noon the following day. It was also suggested that these meetings could be scheduled close to the MMPAC meeting to allow area chairmen to attend the State Council meeting at least every quarter.

Since there was no further business, the meeting was adjourned at 3:10.

February 3, 1972  
Meeting of Chairmen of Ancillary Manpower  
Planning Advisory Councils and Task Forces

ROLL CALL

Dr. Larry Blake, President  
Flathead Valley College  
Kalispell, Montana 59901  
Area I - Task Force

Mr. T. E. Downey, Director  
Missoula Technical Center  
909 South Avenue West  
Missoula, Montana 59801  
Area I - Chairman

Mr. Dick Coon  
Office of County Commissioners  
Courthouse  
Great Falls, Montana 59401  
Area IV

Mr. John St. Germain  
County Commissioner  
Courthouse  
Great Falls, Montana 59401  
Area IV Chairman

Mr. C. A. Garner, Manager  
Montana State Employment Service  
206 West Granite Street  
Butte, Montana 59701  
Area II - Chairman

Mr. Clarence Nybo, Manager  
Montana State Employment Service  
624 North 24th Street  
Billings, Montana 59101  
Area V - Chairman

Mr. Sid Farmer, Manager  
Montana State Employment Service  
416 First  
Havre, Montana 59501  
Area IV - Task Force

Mr. Bill Walker, Manager  
Montana State Employment Service  
715 Front  
Helena, Montana 59601  
Area III - Chairman

Mr. Lee J. Tickell, Chairman  
MMPAC  
Governor's Office  
State Capitol  
Helena, Montana 59601

Mr. Larry Roberts  
Secretariat Staff  
MMPAC

Mr. Scott Clark  
Secretariat Staff  
MMPAC

## MONTANA MANPOWER PLANNING ADVISORY COUNCIL

February 28, 1972

The February meeting of the Montana Manpower Planning Advisory Council was called to order at 1:30 p.m. by Chairman Lee J. Tickell. A motion was made by Virginia Kenyon that the January 24 MMPAC Minutes be accepted as printed; the motion was seconded and passed unanimously.

### SUB-COMMITTEE REPORTS

#### Zinc Plant

Since Mr. Murry and Mr. Post could not attend the MMPAC meeting, Mr. Tickell summarized the Zinc Plant Report and stated that the following schedule had been set up regarding the closure and bumping procedure: On April 1, the plant will reduce from 8 units to 6; May 1, 5 units; June 1, 4 units; July 1, 3 units; and complete shutdown will occur by the end of July. All workers hired after 1966 will be the first to be laid off. Mr. Tickell suggested that the Zinc Plant Sub-Committee reconvene for the purpose of determining how to identify the people who will be laid off and what manpower services they will need. Sub-committee members will be notified regarding date and time of the Zinc Plant Sub-Committee meeting.

#### Green Thumb

Mr. Butler reported that a letter had been sent to the National Green Thumb office regarding cuts in the Green Thumb budget, but the response did not offer any reasons for the cuts, and failed to clarify matters. Mr. Newman informed Council members that his office had \$4,000 available for the Green Thumb Program for supportive services. A subsequent meeting will be held to determine what additional actions should be taken.

#### Mountain Plains

Since neither Mr. Williams nor Mr. Womack could attend the MMPAC meeting, a written report was submitted to the MMPAC, a copy of which is attached to the minutes. It was pointed out that 12 families, 2 from each state, had been selected for the program under stringent regulations, age requirements, size of family, economic status, etc. Future selections, however, will be made under less stringent conditions since it was felt that the pilot group, in order to make the program successful, should be selected more carefully.

### P.S.C. Program

Mike Sweeney reported that Plan A had been approved by the Governor, was submitted to Denver, but no word has yet been received.

### Quarterly Review

Mr. Donaldson reported that the Quarterly Review Subcommittee had met and discussed the Quarterly Review which includes minutes of the MMPAC Council as well as Area Ancillary Council minutes and other manpower information. He pointed out the critical part of the report was obtaining in-put from various manpower agencies to be incorporated in the report.

### Manpower Legislation

Larry Roberts informed Council members that the Secretariat Staff was in the process of reviewing three manpower bills--HR 11688, Esch-Steiger; HR 11167, Daniels; and HR 6181, Quie, and referred to the attached report regarding Secretariat Activities. Mr. Newman suggested that if the Chairmen of appropriate manpower legislative committees in Washington were contacted, they could provide a detailed synopsis of legislation affecting manpower programs. He indicated that perhaps George McCarthy, Federal-State Coordinator, would be the proper person to contact the various chairmen in Washington to obtain the needed information.

### Safeguard System

Mr. Sidney T. Smith informed Council members that a meeting regarding the Safeguard System would be held at O'Hare Manor in Great Falls, February 29, 1972 and that he would report the results of that meeting at the next MMPAC meeting.

### Neighborhood Youth Corps

Mr. Roberts reported that the Secretariat Staff is working with Area III to identify the needs of youth between the ages of 14 and 22 who need manpower services, but do not receive them.

### Indian Representative

A letter asking for recommendations has been sent to the Inter-Tribal Policy Board regarding the appointment of an Indian representative to the Manpower Council. Chairman Tickell also informed Council members that a proposal had been sent to Denver requesting funding of an Indian Coordinator's position for the

seven Indian reservations in Montana and that perhaps this person would be considered for the Indian representative appointment.

#### Attorney General's Opinion

Chairman Tickell told Council members he had received the Attorney General's Opinion, a copy of which is attached, regarding Merit System status for the Secretariat Staff. Subsequent to this, a letter was written to the Department of Labor in Denver, and a copy of their response is attached hereto. Mr. Tickell pointed out that funding is available for four Secretariat Staff positions, two of which have not yet been filled. At the present, interviews are being scheduled for the positions of clerk-steno and statistician.

#### Chairmen's Meeting

Mr. Tickell reported that the six Area Chairmen and two Task Force Chairmen met February 3, 1972 to discuss communication and administrative matters. As a result of that meeting, it was agreed that quarterly meetings would be scheduled to coincide with, if possible, the MMPAC meeting date to allow Area and Task Force Chairmen to attend State Council meetings, and discuss other matters with the Secretariat Staff prior to the compilation of the Quarterly Review.

#### Report on Area Meetings

Mr. Roberts stated that he attended the Area III meeting and that this Council is in the process of determining the number of youth in Area III who need manpower services, but do not receive them.

#### Discussion of Denver Trip

A meeting dealing with the CAMPS structure and manpower guidelines will be held in Denver, March 6-8, 1972.

Mr. Newman reported that another manpower meeting is scheduled for March 13 and 14 in San Francisco and that SEOO would pay travel expenses for representatives of the Employment Security Division, Governor's office, and SEOO, if agency funds were not available.

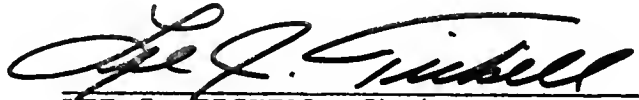
#### Hatch's Migrant Proposal

Mr. Newman indicated that the "light was still green" regarding the Migrant Proposal. However, he told Council members he wants to set up an advisory committee composed of migrants to determine exactly what their needs are and until such time as the needs are established, he did not want to write a proposal for further funding.

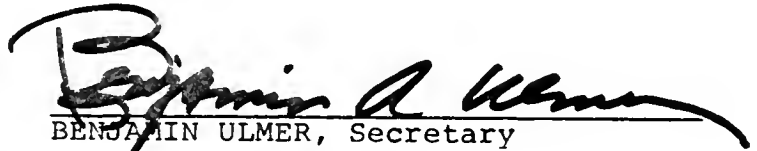
Agenda for March MMPAC Meeting

The agenda for the March MMPAC meeting will include reports on the Safeguard System, NYC, Mountain Plains, Zinc Plant and the Green Thumb Project.

Since there was no further business, the meeting was adjourned at 2:30 p.m.



LEE J. TICKELL, Chairman  
Montana Manpower Planning  
Advisory Council



BENJAMIN ULMER, Secretary  
Montana Manpower Planning  
Advisory Council

MEMBERS and/or ALTERNATES PRESENT

Lee J. Tickell	Chairman	Governor's Office
Tom Ryan	Alternate	Public Instruction
Ben Ulmer	Member	Vocational Education
Dan Newman	Member	S.E.O.O.
W. R. Donaldson	Alternate	Rehabilitative Services Division
Virginia Kenyon	Alternate	Department of Health & Environmental Sciences
C. R. Draper	Alternate	Department of Planning & Economic Development
Mike Sweeney	Alternate	Federal-State Coordinator's Office
Cato Butler	Alternate	Department of Agriculture
Dorothy Burns	Member	Client Group Representative
Dan P. Kelly	Alternate	Department of Social & & Rehabilitation Services
Sidney T. Smith	Member	Department of Labor & Industry
Wilbur McKinney	Alternate	Montana Chamber of Commerce
Bill Lannon	Alternate	University System

SECRETARIAT STAFF PRESENT

Larry Roberts	MMPAC Secretariat
Scott Clarke	MMPAC Secretariat

MEMBERS NOT REPRESENTED

John Allen (excused)	Opportunities, Inc.
Jim Murry (excused)	Montana State AFL-CIO
Pat Williams (excused)	Mountain-Plains
Fred Barrett (excused)	Employment Security Div.



## MONTANA MANPOWER PLANNING ADVISORY COUNCIL

March 27, 1972

Chairman Lee J. Tickell called the meeting of the Manpower Planning Advisory Council to order at 1:30 p.m. in the Governor's Reception Room. A roll call sheet was handed out for individuals to sign and indicate the agencies which they represented.

### SECRETARIAT STAFF ACTIVITIES

A list was handed out indicating the activities of the Secretariat Staff during the preceding month.

### SUB-COMMITTEE REPORTS

#### Zinc Plant Closure Sub-Committee - Jim Murry, Chairman

Murry indicated that the Zinc Plant Closure Sub-Committee had met regarding the zinc plant closure and it was generally felt by the Sub-Committee that the Anaconda Company had not provided the necessary information for the Sub-Committee to take any definite action in assisting those people to be laid off. Mr. Barrett informed the Council because of the lack of information from the Anaconda Company and the lack of cooperation that it was impossible to plan services needed to keep these individuals in the employed labor force.

In a meeting last January, Anaconda Company officials agreed that they would cooperate with the Governor's Manpower Council by assisting in the compilation of a questionnaire to be distributed to those employees who would be affected by the layoff. In this manner the Council could determine target groups that could use services and subsequently be able to plan services and specific programs for those individuals. Chairman Tickell stated that Anaconda Company officials would make a list available by Thursday, March 30, 1972, of those people who would be laid off on April 3, 1972. Ron Richards, Executive Assistant to the Governor, stated that the Governor now anticipated writing to Mr. John Place of the Anaconda Company stating his concern for the individuals to be laid off by the Company and his feelings that the Anaconda Company did not cooperate in supplying the names of the individuals with sufficient lead time to plan services. It was moved and seconded that the Council go on record as favoring the writing of a letter to Mr. John Place indicating the above mentioned points. Motion carried.

Discussion was held concerning whether or not the Zinc Plant Sub-Committee should be continued. Dan Newman moved that the Zinc Plant Sub-Committee be retained and that every effort be continued to cooperate with the Company in the zinc plant closure. Motion was

seconded by Fred Barrett. Motion carried.

In further discussion Jim Murry stated that he believed the Anaconda Company was using the zinc plant closure issue to distort the environmental problems in the State of Montana. He also noted that they were using the Committee's efforts to further their own aims. Reference was made to a magazine add placed by the Anaconda Company which indicated that the closure of the zinc plant would have occurred because of environmental problems if the economic problems hadn't. Murry also quoted a newspaper article from the Great Falls Tribune indicating that the only reason for the closure of the zinc plant was the inability to attain the necessary concentrates needed to keep the plant in full operation. Mr. Newman moved that the Council submit a letter to the Anaconda Company with regard to the manner in which the economic issue and the environmental issue was distorted in the zinc plant closure. The motion was unanimously passed by the Council.

Green Thumb Project - John Allen, Sub-Committee Chairman

Mr. Allen reported that the Green Thumb Sub-Committee had not met during the previous month. However, he had talked with Miss Bucher and she indicated that no change had been made in the budget since the previous meeting. She felt that the budgetary problems therefore still existed with regard to the lack of transportation money and several items within the budget.

Mr. Allen recommended that another letter be written to the National Director of Green Thumb, Arlo G. Swanson, asking for authorization to transfer line items within the administrative budget and for an increase in the staff travel allowance as well as the worker travel allowance. The first letter to Mr. Swanson was directed to all Manpower Councils in the surrounding states as well as the Green Thumb Directors in the other states. To date there has been no response from other states regarding this matter.

It is decided that another meeting would be held of the Green Thumb Sub-Committee to decide on any further actions to be taken.

Mountain Plains Sub-Committee - Pat Williams, Chairman

Mr. Williams reported that the Mountain Plains Sub-Committee had met along with the State Economic Opportunity Office and the Employment Security Division to determine the referral procedures for the second cycle of families at Mountain Plains. He indicated that subsequent to that meeting the decision was made by the Glasgow staff that a part or parts of Montana could be used for each cycle rather than having to work the whole State of Montana for each individual cycle. Mr. Williams said that there are presently 12 families at the site as the pilot group, 2 from Montana and each of the participating states, and that the schedule of activities at the site seem to be going along well. Mr. Williams told the Council that he had just returned from a week long conference in Wyoming during which time he met with Manpower representatives and people from the Office of Education. They discussed the plan for the Mountain Plains project for the coming year and designed a plan for the next four years. Tentative changes had been made in some procedures

and he would inform the Council of those changes as soon as they were written and accepted in Washington D. C.

Mr. Donaldson raised the question of referral procedure. Mr. Williams pointed out that this matter was discussed with individuals from the Department of Social and Rehabilitative Services, State Economic Opportunity Office, and the Employment Security Division and it is generally decided that these three agencies would assist the Mountain Plains in finding the people rather than the people going to several agencies for information.

#### Safeguard (ABM) Sub-Committee - Sid Smith, Chairman

Mr. Smith indicated that the ABM project was underway and that hiring had started. Approximately 1,500 should be hired by April and eventually that would reach a high of around 4,000 by the end of August. With regard to the labor situation, the contracts have all been signed by International and the situation is going along well.

#### Neighborhood Youth Corps (NYC) Sub-Committee - Dan Newman, Chairman

Mr. Newman reported that his committee had not met formally, but that plans are being made for the summer of 1972 Neighborhood Youth Corps program. At this point there are apparently no changes unless the Regional O.E.O. or Department of Labor has any further recommendations.

Chairman Tickell said that they had received a letter stating a 60% slot level of the previous year funding level that to be used as a planning figure for this coming year. It was also pointed out that subsequent to this the Council could, more than likely, count on at least 100% or the same number of slots as the previous year.

Mr. Roberts told the Council that the figures used were for fiscal year 72 and were to be used for planning purposes only.

#### OLD BUSINESS

Mr. Barrett informed the Council that the Public Service Careers Plan A (PSC) grant has been authorized. The first implementation plan on how the Plan A was going to be implemented was due by the 15th of April.

Mr. St. Jermain raised the question on future year funding for the Emergency Employment Act (EEA). Mr. Barrett indicated that the only information he had was obtained from Secretary Lovell, at a meeting of Employment Security Commission Administrators and that they should go on the assumption that the Act will be funded again with a slight increase allowed for cost of living. However, Congress has to act on this matter before we can go ahead with final plans.

#### NEW BUSINESS

Interagency Cooperative Issuance 73-1 - Chairman Tickell opened discussions on the I.C.I. 73-1 which is basically the guidelines for

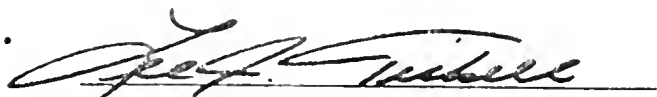
the compilation of the Fiscal Year 73 Manpower Plan. Several questions were raised with regard to this issuance. Mr. Roberts stated that the comprehensive Manpower Plan is to be submitted to the Regional Federal offices before starting the fiscal year, in order to influence the funding levels and input to the Presidents budget. He indicated that the Fiscal Year 73 plan should be a document which will influence the state and federal funding levels of certain Manpower programs. He also noted that Montana had much of the information needed for this plan in terms of occupational projections for the next five years.

Discussions were held regarding the format for the Primary and Alternate Recommendations called for in I.C.I. 73-1. Discussion was also held with regard to the flexibility of the recommendations. Mr. Roberts concluded by indicating that during the next several weeks the Secretariat Staff would be involved in compiling the information required for the FY 73 Manpower Plan. Individuals and agencies would be contacted for their input into the plan.

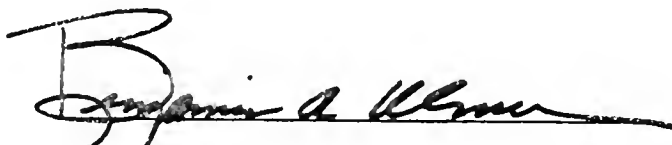
Chairman Tickell indicated that copies of I.C.I 73-1 had been sent to all the Area Chairmen calling for their input to the State Manpower Council and also copies of I.C.I. 73-1 were sent to all the Regional offices dealing with Manpower services asking for their input and guidelines for the Fiscal Year 73 Plan.

Chairman Tickell also told the Council that there would be a meeting of the State Council during the week of April 10th, for the purpose of approving a state plan. Since the deadline for mailing the plan was April 14th, a tentative date of April 12, 1972, was set for the State Council meeting.

Since there was no further business, the motion was made, seconded and passed that the meeting be adjourned. (3:00 p.m.)



Lee J. Tickell, Chairman  
Montana Manpower Planning  
Advisory Council



Benjamin A. Ulmer, Secretary  
Montana Manpower Planning  
Advisory Council

MEMBERS and/or ALTERNATES PRESENT

Lee J. Tickell	Chairman	Governor's Office
Jim Murry	Member	Montana State AFL-CIO
Dr. J. Francis Rummel	Member	School of Education
Wilbur McKinney	Alternate	Montana Chamber of Commerce
John Allen	Member	Opportunities, Inc.
Walter R. Donaldson	Alternate	Department of Social & Rehabilitation Services
Virginia Kenyon	Alternate	Department of Health & Environmental Sciences
Charles R. Meyer	Alternate	Department of Agriculture
Dan Newman	Member	S.E.O.O.
Tom Ryan	Alternate	Public Instruction
Fred Barrett	Member	Employment Security Division
Dorothy Burns	Member	Client Group Representative
Sidney Smith	Member	Department of Labor & Industry
Dan Kelly	Alternate	Department of Social & Rehabilitation Services
Mike Sweeney	Alternate	Federal-State Coordinator's Office
Pat Williams	Member	Mountain-Plains Education & Economic Development Project

SECRETARIAT STAFF PRESENT

Larry Roberts	MMPAC Secretariat
Scott Clarke	MMPAC Secretariat

GUESTS

Ron Richards	Governor's Office
Dick Coon	Cascade Co. Project Coordinator
John St. Jermain	Area IV Chairman
John Kuglin	Great Falls Tribune
John S. Lee	Intermountain Radio Network

MEMBERS NOT REPRESENTED

Ben Ulmer (excused)	Vocational Education
Perry F. Roys	Department of Planning & Economic Development

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1. The first part of the document is a list of names and their corresponding addresses. The names are listed in the first column, and the addresses are listed in the second column. The names are: John Doe, Jane Smith, and Bob Johnson. The addresses are: 123 Main St, 456 Elm St, and 789 Oak St.

2. The second part of the document is a list of names and their corresponding addresses. The names are listed in the first column, and the addresses are listed in the second column. The names are: John Doe, Jane Smith, and Bob Johnson. The addresses are: 123 Main St, 456 Elm St, and 789 Oak St.

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